

Gold Road Resources Limited (**Gold Road** or **the Company**) ability to deliver on our strategic objectives depends on our people (employees and vendor partners). This Policy reflects Gold Road's commitment to our people and our commitment to build an organisational culture that unlocks the full potential of our people and our Company.

Gold Road is committed to creating an environment which attracts and retains high performing individuals through fair attraction and retention practices and by having explicit principles outlining expected behaviours in the workplace, so that our people live the Company's Vision and Values. Gold Road is committed to diversity and inclusivity at all levels, recognising the benefit of diversity and inclusivity for Company performance and culture.

To achieve these commitments, Gold Road will:

- Treat all people with respect, where our people can engage collaboratively and respectfully with each other.
- Ensure that our people are not adversely discriminated against based on national origin, race, religion, gender, gender identity, gender expression, sexual orientation, disability, age, or any other attribute that is protected by local laws.
- Not tolerate, sexual harassment or harassment in the form of bullying, rude, violence, antisocial/disrespectful behaviour.
- Establish diversity and inclusion targets and initiatives to enhance our people capability.
- Adopt transparent and equitable recruitment practices to attract the best talent.
- Develop our people through Talent Management practices, which includes training and development, performance management and succession planning.
- Reward and remunerate our people fairly and responsibly with market competitive rates, ensuring compliance with legislative and regulatory requirements.
- Ensure the privacy of data and information pertaining to our people in accordance with legislative and regulatory requirements.

This policy will provide the framework for setting people objectives and targets within the business. Gold Road will ensure that resources are allocated to implement and monitor these commitments and legal obligations.

The Risk and ESG Committee will review the effectiveness of Gold Road's People Policy.

This policy will be reviewed periodically to ensure it remains relevant to the needs of Gold Road and its stakeholders.

A handwritten signature in black ink, appearing to read "D. Gibbs", positioned above a horizontal line.

Duncan Gibbs  
Managing Director & CEO

# PEOPLE POLICY



Version Number	Revision Date	Document Owner	Document Approver
Version 2.0	16 June 2023	General Manager – People & Culture	Board of Directors